

# Human Rights Statement

## Ansell Human Rights Principles

At Ansell, our commitment to protecting people extends beyond physical safety – it includes upholding the fundamental rights and dignity of every individual connected to our business. We believe that sustainable success is only possible in environments where human rights are respected and promoted. This commitment drives our actions across our business – from our employees, to our contractors and suppliers. Ansell commits to implement the UN Guiding Principles on Business and Human Rights (UNGPs) and the ten UN Global Compact Principles, and respects human rights as set out in the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant of Economic, Social and Cultural Rights), and the International Labour Organization (ILO) core Conventions.

These external principles and declarations inform and guide Ansell's approach to respect and promote human rights within and throughout its operations and supply chains. We communicate and report on our human rights due diligence activities in a range of ways, including in our annual Sustainability Report, Labour Rights Report (Modern Slavery Statement), and the Ansell website.

We operate in accordance with all applicable laws in the jurisdictions in which we operate. Where these differ from our human rights commitments, we follow whichever sets the higher standard; where they conflict, we comply with the law while seeking ways to honour the principles of internationally recognised human rights.

Ansell is committed to promoting and engaging in responsible business conduct within our business globally. Wherever we operate, we will seek to respect human rights in our employment policies and practices, our business operations and our relationships with stakeholders. We also expect suppliers and contractors to respect human rights as set out in our Supplier Code of Conduct and Responsible Sourcing Policy.

This Statement should be read in conjunction with our other supporting policies, including:

- (a) **Ansell's Code of Conduct**, which sets out what it means to work at Ansell and the standards expected of all colleagues. It covers the main policies and procedures that form the behavioural, ethical and compliance elements of what we do and what we expect from our employees;
- (b) **Ansell's Supplier Code of Conduct**, which sets out our expectations of suppliers in relation to human rights, including labour rights and a range of other issues;
- (c) **Ansell's Labour Standards Policy**, which outlines Ansell's commitment to upholding high labour standards across our operations and supply chain;
- (d) **Ansell's Responsible Sourcing Policy**, which sets out our expectations that all participants in Ansell's supply chain conduct business ethically and transparently, in alignment with environmental, social, and governance principles and standards; and
- (e) the Ansell Values.

We undertake human rights due diligence to identify, prevent, mitigate and account for human rights risks and impacts in our own operations and business relationships including with suppliers and contractors (as elaborated below). This includes identifying and assessing our human rights risks and impacts, integrating and acting on the findings, tracking the effectiveness of our actions, and communicating our approach. Where we identify that we have caused or contributed to a negative impact on human rights, we are committed to providing for or cooperating in its remediation. Where we identify that we are directly linked to a negative human rights impact through a business relationship, we shall take steps to use and build our leverage to mitigate the harm and, where appropriate, encourage remediation. This may include engaging with the business partner directly and working collaboratively with other stakeholders to promote good practice.

As a leader in personal protection solutions, the safety of the Company's own workers as well as the people living in communities where we operate is of paramount importance. We assess the risks of our business to ensure that it can be operated safely and sustainably, taking into account the needs of our employees, suppliers, customers, the community and other stakeholders.

### **Our Responsibilities as an Employer**

At Ansell, we expect responsible and ethical business conduct by our employees and we assess and reward our people not just on commercial results, but on how they adhere to our Ansell values – Passion, Reliability, Integrity, Delivery, Empowerment. These values, especially our unwavering commitment to Integrity, underpin our efforts to ensure ethical practices, safeguard human rights, and build a culture of trust and accountability throughout our global operations. -

Employment practices in place at Ansell set out our responsibilities as an employer and are reinforced by our Code of Conduct. The Code of Conduct reinforces and promotes human rights in accordance with the International Bill of Human Rights and the UNGPs.

While this Statement outlines a minimum expectation based on the UDHR and the UNGPs, it is not intended to operate as a substitute for any obligation to comply with national and local employment laws or Ansell's own employment policies and practices, where they exceed the International Bill of Human Rights or ILO standards. In addition, we are committed to respecting the right of freedom of association as well as collective bargaining in all our businesses.

Employees are encouraged to raise human rights-related concerns with the relevant management or executive leadership team, or through our grievance channels.

Ansell's Global Grievance Policy sets out the various channels for employees to raise human rights-related grievances, aligns the grievance channels available across the business and details the escalation process and key points of contact during the investigation process. This applies to all to all workers, including those that are migrant or temporary, and support is available in all native languages.

Ansell has established grievance mechanisms where all workers can give feedback through worker surveys, a confidential compliance hotline and an externally managed complaints hotline, in addition to through the regular direct management and human resources channels. We encourage employees to speak up whenever they have a complaint or concern about unjust, unfair or disrespectful treatment, harassment, or a health and safety issue in the workplace. We have a 'no retaliation' policy to reassure employees that there will be no adverse consequences for reporting concerns in good faith.

In alignment with our commitment to responsible employment practices, Ansell employs a range of mechanisms to assess the effectiveness of its approach. These include employee engagement surveys, direct feedback from employee representatives via trade unions and Works Councils, tracking of compliance complaint referrals, mandatory Code of Conduct training and assessment, and performance reviews where a strong focus is placed on adherence to Ansell values.

### **Our Responsibilities for Purchasing and Sourcing**

Ansell also seeks to uphold human rights through our supply chain by setting expectations with our suppliers that are in line with our own standards, as articulated in our Supplier Code of Conduct and the Responsible Sourcing Policy. These policies specifically address modern slavery, including forced and child labour, health and safety, working hours, wages and benefits, and freedom of association. Ansell requires its suppliers to adhere to all applicable local laws and ensure responsible, ethical conduct when operating their businesses.

The Supplier Code of Conduct and Responsible Sourcing Policy are codified through Ansell's Supplier Management Framework (SMF). The SMF takes a risk-based approach to due diligence, assigning appropriate processes to target areas of highest risk in our supply chain. Ansell monitors ongoing compliance with the Supplier Code of Conduct and the Responsible Sourcing Policy.

Ansell is committed to improving labour practices with our suppliers through meaningful action and engagement. In line with commentary from human rights experts, Ansell does not automatically cancel supplier contracts upon allegations of adverse labour rights impacts. Instead, we will work constructively with suppliers to address labour rights impacts by supporting the development and implementation of corrective actions. However, where we are unable to use our leverage with the supplier to effect change and/or the supplier is unwilling to undertake corrective actions, we may consider terminating the business relationship.

### **Our Ongoing Responsibility**

We understand that respecting human rights is a continuous journey. We will remain vigilant, informed, and accountable – listening to those impacted by our operations and continually striving to do better. We are committed to working with our employees, our suppliers, and our communities to build a more equitable and respectful future for all.

This statement was approved by the Board of Ansell Limited on 26 April 2023 and most recently updated on 22 October 2025.

Signed



**Neil Salmon**  
CEO and Managing Director